## **Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:**

## NASA (and below)

For 4th Quarter 2019 for period ending September 30, 2019

	Comparative Data												
Complaint Activity		2019											
	2014	2015	2016	2017 2018		Thru 09-30							
Number of Complaints Filed	38	46	52	33	62	36							
Number of Complainants	38	41	43	29	59	34							
Repeat Filers	0	5	7	3	3	2							
			Comparative Data										

	Comparative Data									
Complaints by Basis	Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	Thru 09-30				
Race	19	20	27	16	27	20				
Color	5	4	6	7	10	8				
Religion	2	2	0	1	2	2				
Reprisal	22	27	37	22	33	18				
Sex	20	19	15	19	27	16				
PDA	0	0	0	0	0	0				
National Origin	5	7	7	3	7	6				
Equal Pay Act	2	2	0	1	1	0				
Age	17	9	20	17	18	13				
Disability	14	24	27	17	20	13				
Genetics	0	0	0	0	0	0				
Non-EEO	1	1	2	2	7	0				

	Comparative Data								
Complaints by Issue		Previou	s Fiscal Y	ear Data		2019			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	Thru 09-30			
Appointment/Hire	1	3	6	3	4	7			
Assignment of Duties	4	9	11	5	2	4			
Awards	0	0	1	1	2	1			
Conversion to Full Time/Perm Status	0	0	1	0	0	0			
Disciplinary Action									
Demotion	0	0	1	0	2	0			
Reprimand	1	0	1	1	1	0			
Suspension	4	2	2	0	3	1			
Removal	3	3	1	0	1	1			
Other	0	0	0	0	1	0			
Duty Hours	0	0	1	0	1	0			
Perf. Eval./ Appraisal	8	10	19	6	7	9			
Examination/Test	0	0	0	0	0	0			
Harassment									
Non-Sexual	20	21	27	24	30	19			
Sexual	1	2	0	0	0	0			
Medical Examination	0	1	0	0	0	0			
Pay including overtime	3	2	3	2	1	1			
Promotion/Non-Selection	7	9	9	4	15	4			
Reassignment									
Denied	2	2	3	2	2	0			

Compleints by Issue			Comparative Data									
Complaints by Issue				Previous	s Fiscal Y	ear Da	ta	2019				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.			2014	2015	2016	2017	2018	Thru 09-30				
Directed			3	4	5	1	5	1				
Reasonable Accommodation Disability			5	6	9	9	6	3				
Reinstatement			0	0	0	0	0	0				
Religious Accommodation			0	0	0	0	0	0				
Retirement			1	0	2	1	0	0				
Sex-Stereotyping	eotyping						0	0				
Telework			0	0	6	1	0	2				
Termination			3	1	2	2	5	2				
Terms/Conditions of Employment			0	1	4	4	5	4				
Time and Attendance			6	4	9	3	1	2				
Training	Ì	3	1	1	4	3	2					
Other							1	,				
User Defined - Other 1			0	0	0	0	0	0				
User Defined - Other 2			0	0	0	0	0	0				
User Defined - Other 3			0	0	0	0	0	0				
User Defined - Other 4			0	0	0	0	0	0				
				Compar	ative Dat	ta						
			Previous	s Fiscal Ye	ear Data			2019				
Processing Time	2014	20	015	2016	2017	7	2018	Thru 09-30				
Complaints pending during fiscal year		•	,		,	•	,					
Average number of days in investigation	226.19	223	5.48	231.88	283.1	.0	243.39	245.51				
Average number of days in final action	143.83	150	6.86	176.83 253.0		00	245.90	353.00				
Complaint pending during fiscal year where hearing was requested		•	,		,	•	,					
Average number of days in investigation	228.38	23	1.44	228.72	2 276.63 248.00		256.73					
Average number of days in final action	26.67	14	141.78 34.00 36.50 33.60		33.60	48.64						
Complaint pending during fiscal year where hearing was not requested		,			•		•					
Average number of days in investigation	222.62	213	3.56	228.67	308.5	57	256.08	237.86				
Average number of days in final action	182.89	184	4.00	205.40	353.0	00	468.30					

					Co	mpa	arativ	e Da	ta										
<b>Complaints Dismissed by Agency</b>	Previous Fiscal Year Data												19						
	201	14 2015		2	2016		2017		2018			ru -30							
Total Complaints Dismissed by Agency	11	11		8		8		8		9		۷	1						
Average days pending prior to dismissal	71.	18	58	.13	11	3.88		171		10	1	134	1.25						
Complaints Withdray	vn by Co	mp	lainan	ts	,		,		,		,								
Total Complaints Withdrawn by Complainants	4 2 1 0 2									4	5								
						Coı	mpara	tive	Data										
				P	revious	Fise	cal Ye	ar D	ata				019						
Total Final Agency Actions Finding Discrimination	2014 2015 2			2014 2015 2016 2017 2			2014 2015 2016 20			2014 2015 2016 2017			2015 2016 2017			2	018		hru 9-30
		#	%	#	%	#	%	#	%	#	%	#	%						
Total Number Findings		0		1		0		0		0		0							
Without Hearing		0	0	1	100	0	0	0	0	0	0	0	0						
With Hearing		0	0	0	0	0	0	0	0	0	0	0	0						

Findings of Discrimination Rendered by Basis		Comparative Data												
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data											1	019	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2	2014			2015		2016		2017		2018		'hru 9-30	
	#	T	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0			1		0		0		0		0		
Race	0		0	0	0	0	0	0	0	0	0	0	0	
Color	0		0	0	0	0	0	0	0	0	0	0	0	
Religion	0		0	0	0	0	0	0	0	0	0	0	0	

			Comparative Data											
Findings of Discrimination Rendered by Basis					Pr	eviou	s Fis	cal Y	'ear	Data				019 `hru
Note: Complaints can be filed alleging multiple bases.			2	014	2	2015	2	016	2	017	2	018		9-30
The sum of the bases may not equal total complaints and findings.			#	%	#	%	#	%	#	%	#	%	#	%
Reprisal			0	0	0	0	0	0	0	0	0	0	0	0
Sex			0	0	0	0	0	0	0	0	0	0	0	0
PDA			0	0	0	0	0	0	0	0	0	0	0	0
National Origin			0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act			0	0	0	0	0	0	0	0	0	0	0	0
Age			0	0	0	0	0	0	0	0	0	0	0	0
Disability			0	0	1	100	_	0	0	0	0	0	0	0
Genetics			0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO			0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing			0		0		0		0		0		0	
Race			0	0	0	0	0	0	0	0	0	0	0	0
Color			0	0	0	0	0	0	0	0	0	0	0	0
Religion			0	0	0	0	0	0	0	0	0	0	0	0
Reprisal			0	0	0	0	0	0	0	0	0	0	0	0
Sex			0	0	0	0	0	0	0	0	0	0	0	0
PDA			0	0	0	0	0	0	0	0	0	0	0	0
National Origin			0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act			0	0	0	0	0	0	0	0	0	0	0	0
Age			0	0	0	0	0	0	0	0	0	0	0	0
Disability			0	0	0	0	0	0	0	0	0	0	0	0
Genetics			0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO						0	0	0	0	0	0	0	0	0
				1									_	1
Findings Without Hearing			0		1		0		0		0		0	
Race			0	0	0	0	0	0	0	0	0	0	0	0
Color			0	0	0	0	0	0	0	0	0	0	0	0
Religion			0	0	0	0	0	0	0	0	0	0	0	0
Reprisal			0	0	0	0	0	0	0	0	0	0	0	0
Sex PDA			0	0	0	0	0	0	0	0	0	0	0	0
National Origin			0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act			0	0	0	0	0	0	0	0	0	0	0	0
Age			0	0	0	0	$\frac{1}{0}$	0	0	0	0	0	0	0
Disability			$\frac{1}{0}$	0	1	100		0	0	0	0	0	0	0
Genetics			0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO			0	0	0	0	0	0	0	0	0	0	0	0
				<u> </u>		Com	<del>-</del> para	tive l	Data	1				
			]	Previ	ous	Fisca	ıl Yea	r Da	ıta			П		19
Findings of Discrimination Rendered by Issue	2	014		2015		20	16	2(	)17	2	2018	3		1ru -30
	#	%	#	9/0	,	#	%	#	%	#		%	#	%
Total Number Findings	0		1			0		0		0			0	
Appointment/Hire	0	0	0	0		0	0	0	0	0		0	0	0
Assignment of Duties	0	0	0	0		0	0	0	0	0		0	0	0
Awards	0	0	0	0		0	0	0	0	0		0	0	0
Conversion to Full Time/Perm Status	0	0	0	0		0	0	0	0	0		0	0	0
Disciplinary Action		1												
Demotion	0	0	0	0		0	0	0	0	0	-	0	0	0
Reprimand	0	0	0	0	_	0	0	0	0	0	-	0	0	0
Suspension	0	0	0	0		0	0	0	0	0	-	0	0	0
Removal	0	0	0	0	_	0	0	0	0	0	-	0	0	0
Other	0	0	0	0		0	0	0	0		-	0	0	0
Duty Hours	0	0	0	0		0	0	0	0	0		0	0	0

	Comparative Data											
	Trevious riseur reur Buen										019	
Findings of Discrimination Rendered by Issue	2	014	2	2015	2	016	20	2017		2018		hru 9-30
	#	%	#	%	#	%	#	%	#	%	#	%
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		•					,					
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		,					,					
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action							'					
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment							<u> </u>					
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		ı				1				1		1
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
	1	1	1	1	-	<u> </u>				<u> </u>		<u> </u>

		Comparative Data										
		Previous Fiscal Year Data									1	2019 Thru
Findings of Discrimination Rendered by Issue	2	2014 2015		2015 2016		016	2017		2018			9-30
	#	%	#	%	#	%	#	%	#	%	#	%
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
	,	•		•								,
Findings Without Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action				1				1				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		l	<u> </u>	l								
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment			<u> </u>	<u> </u>								
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement		0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping		0	0	0	0	0	0	0	0	0	0	0
Telework		0	0	0	0	0	0	0	0	0	0	0
Termination		0	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance		0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define	1 0	<u> </u>	1 "	<u> </u>		"			<u> </u>		1	<u> </u>
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
			<u> </u>						Ļ		<u> </u>	
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status		Pı	evious	Føstplay	etiv DDat	a	2019 Thru			
	20		2015 evious	2016 Fiscal Y	2017 ear Data					
	20	14	2015	2016	2017	2018	Thru 09-30			
Total complaints from previous Fiscal Years	2	23	23	37	56	62	59			
Total Complainants	2	1	21	28	36	40	44			
Number complaints pending										
Investigation		0	0	2	0	0	0			
ROI issued, pending Complainant's action		0	0	0	0	1	0			
Hearing	1	7	19	25	39	43	43			
Final Agency Action		3	2	5	10	13	11			
Appeal with EEOC Office of Federal Operations	2	.7	23	47	9	8	17			
				Comp	arative D	ata				
		Previous Fiscal Year D			Previous Fiscal Year D		ous Fiscal Year Data			2019
Complaint Investigations		2014	2015	5 2010	2017	2018	Thru 09-30			
Pending Complaints Where Investigations Exceed Required Time Frames		2	0	3	2	0	0			